Introduction/Opening Remarks

Chairman of the Organizing Committee

General President Nigro, General Secretary Treasurer Sellers, General Executive Council, Brother and Sister Delegates and Guests.

Good afternoon, my name is Rick Werner. I am the District 1 Assistant Business Manager of Local 104 and the Committee Chairman of the Organizing Committee. The Committee Members consisted of Delegates representing members in rail, production, signage and the building construction industries.

The Organizing Committee met, discussed and debated the many aspects of organizing. The following recommendations by the Committee are not to diminish what a local union may or may not be doing. The intent is for each local union to take the time to internally review their strengths and weaknesses and develop an organizing plan that fits their local union, to not only organize additional members, but to organize their local union by creating a 1, 3 and 5 year organizing action plan.

In addition the Committee recommends the Campaign for Jobs program be utilized by each local union. In the Kindle tablet you received as a Delegate to this Convention, there is a document labeled, CFJ. The CFJ document outlines the 5 steps to implementing a Campaign for Jobs (“CFJ”) program in your home local union. The CFJ is all about securing future work hours by educating and mobilizing your members into their communities to help secure project labor agreements with school districts, cities, counties and developers. Also, CFJ can be used to help support and achieve implementation of public policy that is beneficial to our industry, such as pre-qualification language for bidding contractors, which ensures only qualified
contractors are allowed to bid. Through first-hand experience I have seen the positive impact CFJ has on my members in Local 104. CFJ puts knowledge in the minds of workers with skilled hands and passionate hearts to fight for fair treatment of workers, and high standards of living in their community. CFJ empowers our members to gain as many work hours as possible.

It was a great honor to serve as Chairman of the Organizing Committee and I would like to thank the Committee Members for their dedication and hard work.

The Committee Secretary is David Bernett - Local 12
The Committee Members are: Michael Mooney – Local 18  
   Bryan Bush – Local 19 
   Jason Addison – Local 30  
   Eric Herfurth – Local 85  
   Jorge Lopez – Local 214  
   Philip Boronda – Local 256  
   Richard Ross – Local 1895  

On behalf of the Organizing Committee, I would like to introduce David Bernett, Local 12 Business Manager, Financial Secretary/Treasurer and the Committee Secretary to present the Committee report.

Introduction/Open Remarks
Secretary of the Organizing Committee

Thank you Committee Chairman Werner.
General President Nigro, General Secretary Treasurer Sellers, General Executive Council, Brother and Sister Delegates and Guests.

The Organizing Committee began meeting last Thursday with subsequent meetings Friday and throughout the weekend. Chairman Werner requested an overview of each Committee Member’s knowledge and experiences of efforts in organizing growth in membership.

As each Committee Member discussed the challenges and successes they have encountered, it became apparent that each local union functions to their own capacity, which most likely is a result of numerous factors including, but not entirely limited to skill and knowledge, available resources, internal leadership and membership support.

The Committee Members recommend that our members organize all areas and jurisdictions under SMART including but not limited to rail, bus, airlines, transportation, manufacturing, production, signage, and building construction.

The Committee Members recommend all locals, district councils, departments, and divisions shall organize together for gains in membership and strength at the bargaining table.

The Committee Members recommend an organizing program concentrated on the growth in membership is best when customized to fit the conditions, practices and capabilities of each local union.

The Committee Members recommend as local unions need guidance, resources and the development of a structural sound organizing plan. The needed professional assistance and training shall be provided through the International Association’s Department of Education and the Department of Organization.
I am honored to offer the following report:

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Report and Recommendations of the Organizing Committee

Campaign for Jobs (Member Education, Empowerment, Action...........Organize the Work!!)

The Organizing Committee recommends to the Department of Education to adopt and implement the following programs throughout the district councils and local unions:

- Campaign for Jobs in local unions will educate, empower and mobilize members and their families within their communities to respond in a public forum to support and promote initiatives which enable jobs and strengthen the community.
- Bring union message and communicate member to member and family in the workplace and social settings, gatherings.
- Involve members and their family in community service, under privileged youth programs, political functions, rallies, fundraisers for charity
- Community outreach and coordination of resources and knowledge where the local union opens their training facility to high school students and university engineering students to learn/train with apprentices and journeypersons in the same environment

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Assessment and Evaluation  In order to determine the correct level of funding needed to organize in a specific local union it is necessary to identify the capacity of the local union to operate an effective organizing program. Each local union shall undergo an Internal
Organization Capacity Assessment for each of the five calendar years immediately preceding 2014.

The Organizing Committee recommends to the Department of Education and to the Department of Organization to adopt and implement an Internal Organization Capacity Assessment of each local union in no less than the following areas:

- Membership totals (by classification)
- Financials (by account)
- Leadership Ability and Training
- Communication with Members
- New Member Orientation/Construction Organizing Membership Education Training (COMET) program taught to the entire membership
- Opportunities for Involvement
- Political Action Program
- Organizing Program (Youth-to-Youth) (Salting) (Compensation)
- Market Recovery Funds (Target Funds)
- Membership View of the Organization, Leadership and Staff
- Training Program for Organizers and Salts
- Journeyperson-Apprentice Committee (Provisions for Organizing)
- Healthcare Fund (Provisions for Organizing)
- Pension Fund (Provisions for Organizing)
- Administrative Staff
- Organizer Selection Process

Each local union shall submit completed data of the Internal Organization Capacity Assessment to the International Association’s Department of Organizing no later than July 01, 2015.
Develop and Implement 1-3-5 year Organizing Plan  

Upon completion of the Internal Organization Capacity Assessment a determination shall be made to create and/or modify an organizing program specific to each local union.

The Organizing Committee recommends to the Department of Education and to the Department of Organizing to adopt the following action items as the minimum recommendations to the local union to consider for implementation:

- Each local union shall have a plan that is unique (flexibility) to their environment/area, several options include aggressive bottom-up campaigns with salting, recruitment and elections, political influence in contract awards (campaign for jobs), top-down campaign to attract employers with skilled workers and high quality training programs, upstart new companies, purchase nonunion competition, selectively recruit nonunion employees.
- Organizing program has to be coordinated with all other efforts i.e., political action, community service, training, marketing, recruitment, member education, contract negotiations, market recovery program, promotional activities, selection of apprentices, healthcare provisions, retirement plans.....
- Reporting process (Weekly/Monthly)
- Union leadership/education meetings
- Salting incentivized
- Job Actions i.e., picketing, hand-billing, bannering / weekly
- Cold call non-signatory employers weekly
- Solicit pre-bid meetings concerning permitting, contacting non-signatory employers
- Proficient in job search tools i.e. McGraw Hill Dodge reports
• Strategic/tactical use of market recovery funds (target money)
• Union member only programs (Union Plus) should be increased with additional programs from SMART and promoted for recruitment of new members specifically in internal organizing programs in production/manufacturing facilities. (This is critical in promoting member only benefits and membership recruitment in states with right to work for less legislation)
• Organize to achieve minority bargaining agreements with employers and overtly organize.
• Work with procurement department of various railways to secure the outsourced shop fabrication and direct that fabrication to bidders who are SMART union signatory employers (qualified bidder list)
• Develop relationship with other unions such as...... Unite/Here for work in hotels
• Improve relations with UA and develop working partnership
• Communicate effectively between local union, IA, national funds and local funds
• Resolution 78 – Business Managers modify wage & benefits outside core area market
• Resolution 78 – Business Managers of neighboring local unions agree to organize without geographical boundaries specific to certain organizing campaigns.
• Resolution 78 – Business Managers of neighboring local unions agree to suspend restriction of the portability of two (2) members for a limited period of time specific to certain market sectors.
• Resolution 78 – Business Managers shall apply favorable terms and conditions within the first agreement of the newly signatory employer to provide ease of transition into the local union’s standard form of union agreement.
Employer Development  Historically in the building and construction trades, it is common for owners of our signatory employers to evolve from the rank and file membership. There exists a responsibility of the union leadership to engage with our members on how to successfully run a shop or jobsite as a foreman, function as a superintendent of division or start a new business as a union signatory employer.

The Organizing Committee recommends to the Department of Education to adopt and make available the following educational tools for use by local unions to educate members and signatory employers:

- Upstart new signatory employers by educating current members on how to be successful in business. This will be in cooperation with current employers and International Training Institute (ITI) with training in Business 101 and the Service Manager Class. Also foster a connection with the current employer who is willing to mentor/guide an individual(s) who possess the ability and resources to start a business.
- Educational/Training on successor planning, business development to assist employers to transition ownership, add a division or enter a new market area. Employer to employer mentoring.

Best Practices Plan  The Organizing Committee recommends to the Department of Organizing to adopt and implement the following:

- Subsidized organizers to function locally/regionally with other local unions on organizing campaigns and initiatives.
• Provide adequate/appropriate funding for organizing activities/organizer based on the Internal Organization Capacity Assessment and the level of activity specific to each local union.

• Hire a marketing professional to provide a greater awareness to the membership and the public of the important role of unions in their life. We shall market our industry to future members by showcasing the benefits of working as a SMART union member earning a livable wage, high quality healthcare, and a pension and savings plan so we may retire with dignity. In an age of rapidly growing technology we must market our union online as the experts of our industry and services.

This concludes the report and the recommendations of the Organizing Committee.

Motion to accept and approve the report and recommendations of the Organizing Committee